

JOB DESCRIPTION

Consultant in Liaison Psychiatry

Your career, starts with UHBW.

We are
**supportive
respectful
innovative
collaborative.**



We are UHBW.

| | |
|------------------------|---|
| JOB TITLE: | Consultant Liaison Psychiatrist |
| TEAM: | Liaison Psychiatry |
| REPORTS TO: | Dr Nicola Taylor |
| ACCOUNTABLE TO: | Professor Stuart Walker, Chief Medical Officer |
| GRADE: | Consultant (£93,666 - £126,281 pa pro rata) |
| LOCATION: | Bristol Royal Infirmary |
| LAST UPDATED: | January 2024 |

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INTRODUCTION

University Hospitals Bristol and Weston NHS Foundation Trust is committed to provide patient care, education and research of the highest quality. In delivering this ambition, we will be guided by the following values:

- **Supportive**
- **Respectful**
- **Innovative**
- **Collaborative**

13,000 staff offer over 100 different clinical services across ten different sites. We provide general medical and emergency services to the local population of Weston, Central and South Bristol, and a broad range of specialist services across a region that extends from Cornwall to Gloucestershire, into South Wales and beyond.

Our staff have developed leading edge services such as cardiac surgery and bone marrow transplantation that have built an international reputation and are in demand by patients from across the country.

With strong links to the University of Bristol and University of West of England we are the major medical research centre in the region. The findings allow us to continually improve our patient care. Our academic links also make us the largest centre for medical training in the South West, attracting the highest calibre clinical staff from across the UK.

We aim to provide healthcare, research and teaching of the very highest quality and are recognised as one of the highest-performing Acute trusts in the country. UH Bristol & Weston was rated Good by the Care Quality Commission (CQC) following an inspection in November 2021. Please go to <https://www.uhbw.nhs.uk/p/about-us/cqc> for more information.

Our mission is to improve the health of the people we serve by delivering exceptional care, teaching, and research every day.

Our vision is for Bristol and Weston, and our hospitals to be among the best and safest places in the country to receive care.

WHY UHBW? OUR STAFF BENEFITS:

WORKPLACE WELLBEING

The Workplace Wellbeing offer is a free, confidential package of support that anyone from UHBW can access, whenever helpful including the following:

- Yoga, running, singing, and more: Regular yoga sessions delivered by our Workplace Wellbeing Nurse; Trust Running Club; UHBW Choir
- Health Checks: 1:1 health check; Menopause 1:1 Check-in; Smoking guidance; Men's health MOT
- Physio Direct: fast-access physiotherapy support provided by Avon Partnership Occupational Health Service.

PSYCHOLOGICAL WELLBEING

Care first is an acknowledged leader in Employee Assistance Solutions. They have a proven track record in improving staff wellbeing, performance and attendance through working in active partnership with managers at UHBW. Care first provides high quality resources for our managers – to help them manage their teams, reduce conflict and solve people problems. Using our professional support services, the impact of employees' personal and work-related problems on your workplace will be significantly reduced.

FINANCIAL SUPPORT

Blue Light Card: Blue Light Card provides those in the NHS, emergency services, social care sector and armed forces with discounts online and in-store. Blue Light Card also works with small and large companies across the UK to get involved in supporting the Blue Light community through offering our members discounts through Blue Light Card.

Wage Stream: Track, manage and access your wages.

Integrating with NHS Electronic Staff Record, Wage stream gives insights into how much you have earned so far in a month, allows you to pre-arrange savings and even lets you access a percentage of your wages before payday for a small administration cost of £1.75.

PROFESSIONAL DEVELOPMENT

'Leading Together', the leadership, management and coaching framework offer for UHBW provides our employees with programmes to support personal development and career progression at all levels. Our leadership development recognises that a Compassionate and Inclusive approach leads to better employee experience and healthcare outcomes for our patients. The Leadership, Management and Coaching team can support with Team Development, coaching and mentoring opportunities and signpost national and regional leadership development offers.

FLEXIBLE WORKING

We are committed to supporting you by offering a range of flexible working arrangements to help you balance the demands of work and home life.

Our People Strategy outlines our ambition that together we will make UHBW the best place to work. We seek to encourage conversations about working flexibly and to create a culture where flexible working options are available to all.

Looking at the results from the most recent NHS Staff Survey staff told us we need to do more for staff to help balance home and work life.

SUPPORT FOR EMPLOYEES

Staff Networks: We recognise that the passionate and dedicated people who work for us are our greatest asset. Staff networks offer a safe place for under-represented and disadvantaged individuals or groups to come together and share experiences, discuss and support career and personal development opportunities and help change organisational culture to be more inclusive.

Our staff networks are available for all employees to join and become a part of an inclusive network. The Trust has the following staff networks that all employees are encouraged and supported to join:

- **ABLE+ Staff Network**
- **LGBTQIA+ Staff Network**
- **Women's Staff Network**
- **Race Equality & Inclusion Staff Network**

THE POST

Consultants are employed under the Terms and Conditions - Consultants (England) 2003

This is a new substantive 10 PA Consultant Liaison Psychiatry post. It is funded by UHBW in recognition of the service demands on the department of Liaison Psychiatry. It is embedded in a longstanding Liaison Psychiatry team, which itself is funded by both UHBW and Avon and Wiltshire Mental health Partnership trust, the local mental health trust. The service supports patients under the care of UHBW services, which includes those residing within Bristol as well as further afield, accessing tertiary care services within UHBW. The hospital itself is located in an area of relative social deprivation with considerable drug and alcohol-related difficulties in the local population. The hospital does not have psychiatric inpatient provision, which is delivered by local mental health services.

The team is friendly well established team, operating from 7am to 9pm 7 days a week. It includes adults of working age and an older adult team, and see all patients of UHBW from age 18 +. The team includes band 7 clinical nurse specialists, administrative staff and medical staff at all grades. We run an outpatient service specialising in Medically Unexplained Symptoms, as well as general liaison outpatients and offer a variety of psychotherapies. These include EMDR, CBT, and ACT.

The multidisciplinary team meets every weekday morning to review the caseload, new referrals and allocate assessments to team members. The nature of the work means workload is unpredictable, both in quantity and complexity. The consultant psychiatrist is expected to conduct assessments in the emergency department, and on the wards in Bristol Royal Infirmary, Bristol Eye Hospital, Bristol Dental Hospital, Bristol Heart Institute, St Michaels Hospital, And Bristol Haematology and Oncology Centre. Clinically the consultant also has an important role in discussing and reviewing patients with multidisciplinary colleagues to support them to carry out their work where needed.

While primarily responsible for delivering a quality clinical service, the consultant psychiatrist is also expected to be actively involved in the strategic development of the team and broader services, being involved with the team manager and locality manager in helping to steer the development of the service in line with the strategic direction of the organisation.

We are a research active department, and work with the University of Bristol on research projects to improve patients care.

We are also heavily involved in teaching both of students at UoB and UWE, and of colleagues from other specialities and disciplines.

The team consists of:

- Consultant Psychiatrists:
 - Nicola Taylor, Consultant Psychiatrist 0.5 whole time equivalent (WTE)
 - Amy Manley, Consultant Psychiatrist 0.7 WTE
 - Kate Seddon, Consultant Psychiatrist 0.6 WTE
 - Seona Duroux, Consultant Older Adult Psychiatrist 1.0 WTE
 - Paul Moran, Prof of Psychiatry UoB 0.2 WTE
 - Thanos Tsapas, Consultant Psychotherapist 0.1 WTE
- Specialty Doctor AOWA team 1.0 WTE
- Specialty Doctor Later Life team 1.0 WTE
- Specialty registrars 2.0 WTE
- Holy Starkey, Matron 1.0 WTE
- AOWA Service Clinical Nurse Specialists, Band 7 10.0 WTE
- Drug Service Clinical Nurse Specialists, Band 7 3.0 WTE
- Medical administration team lead, Band 4 1.0 WTE
- Medical secretary / PA, Band 3 4.4 WTE

The Department

The Liaison Psychiatry team sits within the division of medicine. The Division of Medicine also includes the clinical specialities of Acute Medicine, Emergency Medicine, Respiratory Medicine, Endocrinology & Diabetes, Gastroenterology & Hepatology and Medicine for Older People. In addition to the associated Outpatient activity we have specialist OPD centres for Rheumatology, Dermatology and Sexual Health as well as The Bridge which is a Sexual Assault Referral Centre (SARC) offering medical care, emotional and psychological support, and practical help to anyone who has been raped or sexually assaulted.

The Liaison Psychiatry team is a PLAN accredited service which sits within the division of medicine, but works across all clinical divisions other than Weston. The service receives over 4000 referrals per year for adults of working age. We receive referrals from the emergency department at the BRI, for inpatient assessments across the Bristol site and for outpatient assessments from both within the hospital, and from GPs for patients who have have complex functional disorders.

In the team there is a clinical lead, Dr Nicola Taylor, and Modern Matron, Ms Holly Starkey. The team reports to a Mental Health General Manager Mr Nik Munien, who reports to the senior management team in the division of medicine. We also report to the trust mental health steering group, and the local system operational group.

The team has regular contact with services within the local Mental Health Trust (Avon and Wiltshire Mental Health Partnership NHS Trust), discussing patients under their care and referring patients where appropriate.

Patients under the age of 18 are seen by CAMHS services including the CAMHS liaison psychiatry service for the Inpatients at Bristol Childrens Hospital and the CAMHS Intensive Outreach Team for those presenting to the Emergency Department.

DUTIES AND RESPONSIBILITIES

Clinical:

The Consultant will deliver:

- Direct interventions to service users at a level of intensity according to need including those service users who require an assertive approach who are difficult to engage. This will include on-going assessment, diagnoses (including review and clarification) and treatment of mental and physical health needs.
- Advice to clinical staff in the Liaison Team.
- Attendance at the allocation meeting on working days.
- Lead for the Adult Liaison Team ward round.
- Attendance at Senior Management team meetings weekly.
- To liaise with other parts of the service and GPs and non NHS organisations wherever applicable.
- To liaise with the Intensive and Inpatient services as appropriate to facilitate the smooth handover of clients between services.
- To flexibly provide cover to other consultants in the leave to allow annual leave and study leave with prior agreement. Senior Leave is allocated between all consultants (including older adults) and the staff grade doctor by negotiation. AC cover is provided by consultant colleagues allowing annual leave and study leave.
- To provide medical and Approved Clinician responsibility for patients detained to the acute trust as needed.
- To undertake the administrative duties associated with the care of patients.
- To record clinical activity accurately and comprehensively, and submit this promptly to the Information Department.

Recognising that this is a new post, there will be an opportunity for the successful candidate to take part in outpatient work, and take on other managerial roles in negotiation with the existing team.

The successful candidate will be expected to comply with all relevant Trust policies relating to administration of patient care. This includes working to set timescales for the triage of referrals, the completion of discharge summaries prior to patients being discharged, following the specified process for the management of patients that do not attend (DNA) their appointment or admission, and the completion of all paperwork deemed necessary to support the management of their patients within agreed timescales. Consultants are also expected to work with service managers and clinical colleagues to manage their caseload in a flexible way, to ensure both clinical, national and local priorities, such as maximum waiting times for referral to treatment, are achieved.

General Duties:

The appointed consultant will be expected:

- To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service.
- To participate in annual appraisal for consultants.
- To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.
- To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval, and to abide by professional codes of conduct.
- To maintain Approved clinician status as described under the MHA 1983
- To participate annually in a job plan review with the clinical manager, which will include consultation with a relevant manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation.
- To work with local managers and professional colleagues in ensuring the efficient running of services, and share with consultant colleagues in the medical contribution to management.
- To comply with all Trust policies including Equal Opportunities policies and to promote equality of access to healthcare at all times.
- Participation in the Trust wide Medical Advisory Group TMAG.
- To comply with the Trust's agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the medical director and other managers in preparing plans for services.

Patient Care

The successful candidate will be expected to comply with all relevant Trust policies relating to administration of patient care. This includes working to set timescales for the triage of referrals, the completion of discharge summaries prior to patients being discharged, following the specified process for the management of patients that do not attend (DNA) their appointment or admission, and the completion of all paperwork deemed necessary to support the management of their patients within agreed timescales. Consultants are also expected to work with service managers and clinical colleagues to manage their caseload in a flexible way, to ensure both clinical, national and local priorities, such as maximum waiting times for referral to treatment, are achieved.

Management and Leadership Responsibilities:

The management responsibility of the post-holder will be to the Clinical Chair who is responsible to the Chief Executive and Trust Board.

Clinical Audit and Clinical Governance:

The successful appointee is expected to take a full role in the delivery of the Trust's wide agenda for Governance. The Trust believes in an open learning environment with a clear risk management strategy that allows innovation and improvement in care whilst placing patient safety at the centre of our values. The Consultant will take an active part in the department audit arrangements.

On-Call Commitment:

There is no on call associated with this post.

Teaching and Training:

This is a teaching Trust and the Consultant will teach medical students as part of the commitment of their Division to undergraduate education. On occasions, a practitioner may be asked to give lectures to healthcare professionals.

The post holder will also be expected to:

- To be involved and contribute to the regular teaching programme for colleagues in the acute trust including other non-medical professions.
- To supervise medical students placed within the team
- To manage, appraise and give professional supervision to junior medical staff as agreed between consultant colleagues and the medical director and in accordance with the Trust's personnel policies and procedures. This may include assessing competences under the Modernising Medical Careers framework.
- To ensure that junior medical staff working with the post holder operate within the parameters of the New Junior Doctor Contract 2016 and are Working Time Directive compliant.

Research and Development:

UHBW Foundation Trust (UHBWFT) is a leading international centre for healthcare research and education and has a considerable reputation for innovative research and development.

The appointee will be expected to contribute to the Trust's research portfolio through active participation in projects led by colleagues (internal and external), through supervising research performed by trainees and through initiating research projects which address local, national and international healthcare needs. Collaboration with University partners, including the Universities of Bristol and the West of England with which the Trust has close links, will be actively encouraged. In addition, the Trust supports involvement in high-quality commercially sponsored research studies which are of benefit to the Trust and the patients in its care.

All research must be performed in accordance with the Research Governance Framework. The Trust's active Research and Development Office and the pan Bristol Research and Development Support Unit will support consultants involved with research, which provide high-quality training and guidance as well as support for individual projects.

Continuing Professional Development, Continuing Medical Education and Revalidation:

The Trust supports the requirements for continuing Medical Education and is committed to providing time and financial support for these activities.

The post holder must be fully registered with the General Medical Council with a license to practice and is advised to maintain up to date membership with a recognized Medical Defense Organization.

University Hospitals Bristol and Weston NHS Foundation Trust is committed to supporting permanent consultants and those on short terms consultant contracts with the appraisal and revalidation process. UHBWFT is a Designated Body. Dr Stuart Walker is the Medical Director and Responsible Officer. In UHBWFT the Associate Medical Director in Revalidation and Administrator, work on behalf of the Responsible Officer in managing the appraisal system and revalidation process for doctors attached to our designated body.

If you are successfully appointed to a post in UHBWFT, you will be contacted by the Revalidation Team once you have connected to UHBWFT as a Designated Body. You can contact the revalidation team at the following email address: MedicalAppraisals@uhbw.nhs.uk

Mentoring Support:

Mentoring is available for our newly appointed consultants by way of helping them manage their own learning, maximise their potential, develop their skills and improve their performance. You will be able to benefit from this support. Equally, with appropriate experience and training, you may be expected to offer mentoring to the new consultants to the Trust. This will be based on a two-way partnership within agreed parameters, between mentor and mentee.

Admin and IT support:

There is dedicated secretarial support for our Consultants, which includes letter writing. The department currently has the use of two offices with computers, headsets, webcams, Dictaphones and laptops.

The post holder will have access to dedicated administrative staff and a desk with phone, all necessary computer facilities, and a locked area. The post holder's dedicated desk is part of a shared office but the post holder also has access to private consultation rooms which are immediately available, where discussions and phone calls can take place in complete confidence. The supervision of junior medical staff will fluctuate depending on clinical need, the number of foundation and core trainees in the department and the wish of the post holder.

WORK PROGRAMME

The work programme attached to this job plan is detailed on the following page.

Agreement should be reached between the appointee and the Clinical Chair with regard to the scheduling of the Supporting Professional Activities.

The job plan will be reviewed annually and all consultants are reminded of the obligation to remain up-to-date with statutory and mandatory training.

Job Plan

A formal job plan will be agreed between the appointee and their Clinical Chair, on behalf of the Medical Director, three months after the commencement date of the appointee. This will be signed by the Clinical Chair on behalf of the Chief Executive.

The job plan will be based on the following provisional timetable; however this is subject to change in light of divisional and departmental restructuring over the coming weeks/months.

The Job Plan will then be reviewed annually, following the Appraisal Meeting. The Job Plan will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It should cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It should include personal objectives, including details of their link to wider service objectives, and details of the support required by the consultant to fulfil the job plan and the objectives.

The principle place of work for this role is at the Bristol based hospital(s), however, other work locations including off-site working will be agreed in your job plan where appropriate. The successful candidate will generally be expected to undertake their Programmed Activities at the principle place of work or other locations as agreed within the Job Plan.

Provisional assessment of Programmed Activities in Job Plan

For a whole-time contract:

- **Direct Clinical Care**
8.5 PAs on average per week
(Includes clinical activity, clinically related activity, predictable and unpredictable emergency work)
- **Supporting Professional Activities**
1.5 PAs on average per week
(Includes CPD, audit, teaching and research)

JOB PLAN - PROPOSED TIMETABLE
POST: CONSULTANT IN LIAISON PSYCHIATRY

| Day | Time | Location | Categorisation | No. of PAs |
|--|------|----------------------------|----------------|------------|
| Monday | AM | Flexible | SPA | 1 |
| | PM | Flexible | SPA | 1 |
| Tuesday | AM | UHBW Campus (Bristol Site) | DCC | 1 |
| | PM | UHBW Campus (Bristol Site) | DCC | 1 |
| Wednesday | AM | Flexible | SPA | 1 |
| | PM | UHBW Campus (Bristol Site) | DCC | 1 |
| Thursday | AM | UHBW Campus (Bristol Site) | DCC | 1 |
| | PM | UHBW Campus (Bristol Site) | DCC | 1 |
| Friday | AM | UHBW Campus (Bristol Site) | DCC | 1 |
| | PM | UHBW Campus (Bristol Site) | DCC | 1 |
| Saturday | | | | |
| Sunday | | | | |
| Additional agreed activity to be worked flexibly | | | | |
| Predictable emergency on-call work | | | | |
| Unpredictable emergency on-call work | | | | |
| Total PA's: 10.0 | | | | |

The timetable provides scheduling details of the clinically related activity components of the job plan, which occur at regular times in the week. Agreement should be reached between the appointee and their Clinical Chair with regard to the scheduling of all other activities.

DIVISION OF MEDICINE

The Trust structure is based on six autonomous Clinical Divisions:

- Medicine and Emergency Care
- Surgical Division
- Women's and Children's Services
- Specialised Services
- Diagnostic and Therapy Services
- Weston General Hospital

A clinical chair supported by a Divisional Director who leads each Division.

The Divisions are supported by a seventh Division – Trust Services – which comprises of a number of corporate functions including Finance, IM&T, and Human Resources.

The Division of Medicine has over 1600 members of staff. Each year, we treat over 77,000 patients in the Emergency Department, deliver over 130,000 outpatient appointments and look after over 30,000 inpatient admissions. This is delivered within our current annual budget of over £151 million.

The Division of Medicine includes the clinical specialities of Acute Medicine, Emergency Medicine, Respiratory Medicine, Endocrinology & Diabetes, Gastroenterology & Hepatology and Medicine for Older People. In addition to the associated Outpatient activity we have specialist OPD centres for Rheumatology, Dermatology and Sexual Health as well as The Bridge, a Sexual Assault Referral Centre (SARC).

PERSON SPECIFICATION

| Category | Essential | Desirable |
|-------------------------------|---|---|
| Qualifications & Training | <ul style="list-style-type: none"> • Full and specialist registration in either AIM or GIM with the General Medical Council (GMC) or • Eligible for specialist registration within six months of interview • Approved clinician status OR able to achieve within 3 months of appointment • Approved under S12 OR able to achieve with 3 months of appointment • MB BS or equivalent medical qualification. • MRCPsych OR MRCPsych equivalent approved by the Royal College of Psychiatrists. | <ul style="list-style-type: none"> • Higher academic qualification e.g. MD, PhD or equivalent • Endorsement in Liaison Psychiatry |
| Experience | <ul style="list-style-type: none"> • Evidence of thorough and broad training and experience in General Adult Liaison Psychiatry • Able to take responsibility for delivering service without direct supervision | <ul style="list-style-type: none"> • Evidence of a special interest and expertise that complements those of other consultants in the department and is consistent with the Trust's service strategy |
| Clinical Knowledge and Skills | <ul style="list-style-type: none"> • Up to date knowledge and experience of Liaison Psychiatry • Knowledge of NHS priorities with reference to specialty • Ability to assess and treat psychiatric problems in Adults of working age and to deal with crisis situations. • Ability to work with a range of other specialties and disciplines to deliver patient care • Experience of assessing and treating patients in an acute hospital setting. • Knowledge and evidence of participation in CPD. • Evidence of effective multidisciplinary team involvement. | <ul style="list-style-type: none"> • Broad range of IT skills • Knowledge of alternatives to inpatient admission care approaches. • Excellent knowledge of diverse range of interventions. |

PERSON SPECIFICATION CONTINUED

| Category | Essential | Desirable |
|-------------------------------|---|--|
| Clinical Governance and Audit | <ul style="list-style-type: none"> • Understanding of clinical governance and the individual responsibilities it implies. • Knowledge of the principles of clinical audit and evidence of participation • Positive approach to evidence based practice. • Participation in continuing professional development (CPD) scheme and, where relevant, evidence of participation. | |
| Research | <ul style="list-style-type: none"> • Knowledge of the principles involved in research. • Evidence of involvement in research. • Evidence of peer review research papers. | <ul style="list-style-type: none"> • Ability to increase the academic profile of the department. |
| Teaching and Training | <ul style="list-style-type: none"> • Experience of teaching medical students. • Experience of supervising trainees. • Knowledge of teaching to a multidisciplinary team. | <ul style="list-style-type: none"> • Formal teaching qualification. |
| Management & Leadership | <ul style="list-style-type: none"> • Evidence of management training and evidence of learning from it • Ability to organise efficient and smooth running of a specialist service • Ability to cope with and effectively organise the workload of a consultant • Ability to practice independently as a consultant • Ability to take on responsibility and show evidence of leadership • Ability to work under pressure and cope with setbacks | <ul style="list-style-type: none"> • Demonstration of knowledge of NHS management structures • Management experience |

PERSON SPECIFICATION CONTINUED

| Category | Essential | Desirable |
|--|---|---|
| Interpersonal, communication and team working skills | <ul style="list-style-type: none"> • Ability to communicate effectively with patients, relatives, clinical colleagues, support staff and other colleagues. • Good knowledge of, and ability to use, spoken and written English. • Ability to present effectively to an audience, using a variety of methods, and to respond to questions and queries • Ability to develop effective working relationships on an individual and multi-professional basis with all levels of staff both within and across divisions • Ability to be a flexible team member | |
| Any other Personal Abilities and Aptitudes | <ul style="list-style-type: none"> • Ability to adapt and respond to changing circumstances • Awareness of personal limitations | <ul style="list-style-type: none"> • Ability to undertake additional professional responsibilities at local, regional or national levels |
| Behaviours and Values | <ul style="list-style-type: none"> • Demonstrates the 4 Trust values | |
| Other | <ul style="list-style-type: none"> • Meets professional health requirements • Willingness to travel to and work in other sites necessitated by the role. | |